

SANDHAR Connect

Growth. Motivation. Better Life

September 2016



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My Dear Friends,

In one of the most significant Tax reforms The Goods and Services Tax bill has been passed by the parliament. This is great news for business. By removing multitude taxes at various points it is likely to increase the Ease of Doing Business and realize the long-standing demand of One Country One market. The Prime Minister is keen to implement it from April 1, 2017. The Shift to GST would require a major alteration in the existing accounting systems and practices. May I request all that we should try and understand the full implications the GST will have on our existing systems and be prepared for its implementation?

A Few years ago Sandhar had consciously diversified into the business of Aluminium Die Casting and Operator Cabins. I am very happy to share that both these businesses are maturing well. While the Aluminium business is growing at over 70% per annum and is making greater inroads in the international markets; the Cabins and fabrication Division (CFD) is growing at over 40% per Annum. In a major achievement, CFD has been selected as a single source for the supply of Operator Cabins for the new Kobelco Dash 10 series excavator machines. This will also mark the beginning Exports of operator cabins for construction equipment. The cabin prototype has been approved and the first cabin has been sent to Japan for final testing. Full production and supply is targeted for Q4 of the current financial year. I would like to thank Kobelco for giving us this opportunity and congratulate the entire CFD team for this splendid accomplishment.

I am very happy to share that as part of our CSR we have been able to provide clean drinking water facility to the people of Saharanwas, district Rewari in Haryana. You can read about this as also other activities like International Yoga Day, Quality circle movement in Sandhar in the following pages. Our customers continue to support us and guide us during their visits to our plants. I would like to thank them for their continuous support.

The festive season is around the corner. I take this opportunity to extend my heartiest greetings to you and your families for the festive season. Enjoy, be Happy and stay Healthy!

Warm Regards and Happy Reading
Jayant Davar

Environment Day

Worldwide 5th June is celebrated as the World Environment Day since 1974. It is run by United Nations Environment program and is currently celebrated by over 100 countries. It is an annual event focusing on raising global awareness to take positive environmental action to protect nature and our beautiful planet earth. Every year celebration is planned with a new theme and slogan of the year to bring awareness about different issues affecting our environment.

The very first World Environment day in 1974 had the slogan "Only One Earth"; in 2014 it was "Raise Your Voice Not the Sea Level!" last year it was "Seven Billion People. One Planet. Consume with Care," and in 2016 the theme is about "illegal trafficking in wildlife". The basic idea is that June 5th is dedicated as a day where all relevant issues threatening our environment are highlighted and awareness created about it.

The real success will be if we can treat each day as the environment day, the very survival of human race depends on this, we need responsible and sustainable growth. This is the least we can do for our future generations.

At Sandhar we are very conscious about this in each and every unit and every day we strive towards sustainability. We take small steps every day, like increasing use of renewable energy, LED bulbs, water efficient faucets, tree plantation especially by visitors to our manufacturing plants, rain water harvesting etc.

On the world environment day, a special focus is put on the environment and our commitment to sustainability is reiterated by planting trees in and around our workplace.



Sandhar Automotives, Haridwar



Sandhar Automotives, Bommasandra



Sandhar Automach, Attibele



Sandhar Automach, Attibele



Sandhar Automotives, Bommasandra



Sandhar Components, Attibele



Sandhar Automotives, Pune



Sandhar Automotives, Pune



Sandhar Components, Attibele

Visits at Sandhar

Honda Team visit at Pathredi

Honda's Senior Officials visited the Pathredi plant on 29th July 2016. They inspected the operations of the paint shop floor and provided their observation and suggestions on the same which were taken positively and have been implemented. They also participated in Tree Plantation at the plant. The Honda team comprised of:

Mr. Shinya Kasai (Paint Shop Head) Noida, HCIL, Mr. Takashi Yano (Paint Shop Head) Tapukhera Plant, HCIL, Mr. Deepak Gupta, Mr. Neeraj Goyal, Mr. Debashish Roy, Mr. Jagjeet Singh, Mr. Sameer Roshan Bhat, Mr. Om Mr. Dutt Vashishth and Mr. Mahindra Gajbhiye.



Other Visits



Mr. Laurent Gobinet - (VP Sourcing) and Mr. Jean Yves Auge (VP R&D) from MANITOU Group France, visited Sandhar Cabins and Fabrication Division, Pune



Mr. Manish Hinge (Manager Purchase) from Case New Holland visited Sandhar Cabins and Fabrication Division, Pune to see the production line



Mr. Sachin Nagpure (Sr. Manager) and Mr. Avtar Singh (DGM International Purchase) of JCB International Purchase Team (Pune) at Sandhar Cabins and Fabrication Division, Pune

Visits at Sandhar



Mr. Rakesh Rosan (Dy. Manager) Kobelco India, Mr. Masato Tanaka, Kobelco Japan, Mr. Takaki Teshima, Kobelco Japan, Mr. Shintaro Sakitani (GM) Kobelco Japan, Mr. Yukio Hiroka, Kobelco Japan, Mr. Tsukiana (GM) Kobelco Japan, Mr. Yoshio Nishida (GM) Kobelco Japan, Mr. Shinji Morinaga, Kobelco India, Mr. Deepak Kacker (VP) Kobelco India, Mr. P. Balaji (DGM) Kobelco India, Mr. Amit (AM) Kobelco India along with Mr. G. J. Singh (Business Head-CFD), Mr. R. M. Shrivastva (Unit Head-CFD) and Senior Members of Sandhar Cabins and Fabrication Division, Pune



Mr. Chandan Roy (Unit Head - MAG), Mr. Paneer Selvam R (BEML Mysore- CGM), Mr. G. J. Singh (Business Head- Cabins & Fabrication Division) at Sandhar MAG



Mr. Subramaniam Iyer (Head, Purchase/Dev/QA-Polymer Category), Mr. Prashant Potdar (Head, Purchase), Mr. Santosh Kulkarni (Head, Development), Mr. Madhav Mukey (Head, Purchase Qlty.) and Mr. Prashant Sagar from Bajaj Auto visited Sandhar Automotives, Gurgaon to check our operations



Mr. Michael Hyde (Operation Manager) & Mr. Dhiman Dey - (Dy. Manager) JCB China visited Sandhar Cabins and Fabrication Division, Pune



*Komatsu Team in Sandhar MAG to discuss new product development
Left to Right: Mr. Chandan Roy (Unit Head) MAG, Mr. Yoshitomo Maekawa (GM Purchase) HE - KIPL, Mr. G. J. Singh (Business Head) Cabins & Fabrication Division, Mr. Amol (Engg. Purchase) KIPL*

Visits at Sandhar



Mr. Guru Sondur (Div. Mgr. R&D), Mr. Manoj Mishra (Div. Mgr. Purchase), Mr. Wei Lif (VP R&D), Mr. Sanjay Honmode (Sr. GM Commercial) from SANY Purchase and R&D team visited Sandhar Cabins and Fabrication Division, Pune



Komatsu Team in Sandhar MAG to explore future business opportunities - Left to Right : Mr. Prabhakar Naidu (D&D Head-Cabins Business-MAG), Mr. Praveen (Quality Head-MAG), Mr. Tetsuya Matsushita-(GM Purchase-KIPL), Mr. Yoshitomo Maekawa (GM Purchase-HE- KIPL), Mr. G. J. Singh (Business Head-Cabins & Fabrication Division), Mr. Yamamoto Takahashi (President of Purchase Div.-KLTD-Japan), Mr. Chandan Roy (Unit Head-MAG), Mr. Ravichandra (Purchase Engg-KIPL), Mr. Mallikarjun Kori (D&D Head-Non Cabins Business-MAG), Mr. Manoj Nair (HR Head-MAG)



The graduate engineer trainees from Hero MotoCorp. visited Sandhar Automotives, Gurgaon to get a first hand experience about our operations and facilities



Komatsu Team in Sandhar MAG to witness the door production line - Left to Right: Mr. Yoshiaki Horio (Project Manager Cab and Fabricated Parts) KIPL, Mr. Chandan Roy (Unit Head) MAG, Mr. Takahiro Douke (Supervisor QA) KIPL Japan, Mr. Imran Multani (Engg. Purchase) KIPL, Mr. Amol (Engg. Purchase) KIPL, Mr. Vinod (Engg. QA) KIPL, Mr. Praveen (Quality Head) MAG

Visits at Sandhar



Mr. Rajeev Das (SCM-THCM) from Tata Hitachi visited Sandhar MAG to witness the newly launched EX1200 cabin production line



Royal Enfield Team Visited Sandhar Automotives, Gurgaon



A team from General Motors visited Sandhar Automotives, Pune for system audit



The delegates from SYE China visited Sandhar Automotives, Gurgaon to see the production facilities



Mr. Dharmendra Pandey (DGM Materials) and Mr. Jaydeep Sagare (GM Purchase) from Volvo Construction Equipment visited the Sandhar Cabins and Fabrication Division, Pune

Visits at Sandhar



Mr. B.Kanchankoti (DGM Purchase - JCB), Mr. Amit Kandekar (CEO - ASAL), Mr. Sujit Biswas (Head Marketing - ASAL), Mr. Girish Dhole (Marketing - ASAL), Mr. Vijaya Kumar (Sr. Mgr. - JCB), along with Senior Members of Sandhar Cabins and Fabrication Division, Pune



Mr. Naval Singh Zanane (Engr. QA) from LIUGONG (Pithampur) at Sandhar Cabins and Fabrication Division, Pune



Mr. Sachin Kaliguda (Manager QA), Mr. Pushkar Pandit (Asst Div. Mgr SCM) and Mr. Viresh Haromachadi (Manager SCM) from Tata Hitachi - Dharwad, at Sandhar Cabins and Fabrication Division, Pune

Fire Audit at Pathredi

Mr. R.C. Malhotra and Mr. Suresh Tyagi conducted an internal Fire Audit at Pathredi Plant to check for compliance with prescribed fire safety norms. They also inspected the fire safety systems installed to tackle a fire emergency. Post inspection a detailed report was submitted with observations and suggestions.



Rewards & Recognition



MAG Engineering

Significant Contribution Award Komatsu

Komatsu recognised MAG Engineering (A Unit of Sandhar Technologies Ltd) for "Significant Contribution for FY2015-16" during their Annual Business Partners Meet held in Chennai on 10th Aug'16. This is the 3rd consecutive year for MAG Engineering to win this coveted award.

In picture - Receiving Award from KIPL – Left to Right: Mr. Shinichi Araie (Plant Manager – KIPL), Mr. G. J. Singh (Business Head- Cabins & Fabrication Division), Mr. Chandan Roy (Unit Head - MAG)



Sandhar Automotives, Dhumaspur

Team Dhruv won 1st Runner Up award in CII 29th QC Competition Preliminaries 2016-17 CII Organised 29th Quality Circle Competition: Preliminaries 2016-17 on 10th August 2016 at Hotel Fortune Select Global, Gurgaon. A total of 15 teams comprising of 105 members from 7 Organisations had participated.



Sandhar Automotives (HSCI Division)

Honda Motor Quality Gold Award
Honda Motor India awarded Sandhar's HSCI Unit the prestigious Gold award for providing high quality products on 22nd June 2016. In picture - Receiving Award from HMIPL – Left to Right: Mr. Kenechi Takashima (SVP & Director - Parts, HMIPL), Mr. R.K. Malik (COO - HSCI), Mr. Parveen Sanghwan (Asst. Mgr- Production, HSCI) and Mr. Inder Mohan Singh (Asst. GM - Parts, HMIPL).

Long Service Award

The Long Service awards are given to those employees who have completed a minimum of 5 years. The awards were given by Mr. G. J. Singh - Business Head (Cabins and Fabrication Division) at MAG Bengaluru and by Mr. Sudhir Rana Business Head and Mr. Arvind Joshi Whole time Director at Sandhar Components, Manesar

Congratulations!



MAG Engineering, Long Service Award, June, 2016



Sandhar Components, Manesar Long Service Award Winners - June, 2016

Rewards & Recognition

ACMA - 11th Quality Circle Competition 2016

Sandhar Components, Pune had participated in 11th Quality Circle Competition organized by ACMA on 12th July 2016 at Arrora Towers, Camp, Pune.

Total 2 Teams had participated in this competition and Judges had appreciated all the teams and had given a lot of good inputs for future improvements. Team Mask Mission had won Award for Best Presentation on Safety. Congratulations!



Most Promising CFO - Women Leaders

"Ms. Charu Khatri has been awarded the "Most Promising CFO- Women Leaders" on 16th Sept-16 at Bombay Stock Exchange. This was part of the event YES BANK-BW Most Promising Future CFO in Women Leaders.

The event followed a robust 2 - stage methodology which evaluated the "future CFO" on technical as well as behavioural parameters, besides looking at her brief career profile, major achievements, key skills demonstrated and social media activity levels.



Out of the 500+ nominations received this year from 400+ unique companies, the jury identified top 10 nominees in each of the three award categories - Large, Emerging - Large and Mid-Small Corporates. Congratulations!

Khelkood Award

ACMA organised the first Indoor Sports meet KHELKOOD at Sandhar on 25th Jun'16. The employees from different member companies participated in the Sports Day. The Indoor Games included- CARROM, CHESS and TABLE TENNIS. The Winners and Runners - up were presented with the Trophies by Mr. Anadi Sinha (Chairman, ACMA). Sandhar won the runners up trophy in Table Tennis and Chess. Congratulations!



Mr. Sandeep Jain (Runners-up in Table Tennis)



Mr. Deepak Looned (Runners-up in Chess)

Quality Circle (contributed by Pooja Nagi)



SGQKC - Northern Region



SGQKC - Northern Region

After dropping two atomic bombs on the Japanese cities of Hiroshima and Nagasaki which killed an estimated 39,000 people; General Douglas McArthur commander of the allied forces in Japan felt that image of America had to be restored. Hence he requested U.S. government to send management experts to help rejuvenate Japan. A group of delegates from America closely worked with JUSE for this purpose. Some of the delegates were Dr. Shewart, Deming, Phillip Crosby and K. Ishikawa.

JUSE (The Union of Japanese Scientists and Engineers) was established in May 1946 to cope with the rapid advancement of Japanese society and it coordinated the QC movement in Japan. They invited Dr. Joseph Juran (a management consultant specializing in managing for quality); Dr. Deming to Japan, to teach them the principles of quality management and coordinated the movement in Japan. Dr. Shewart, Edward Deming, and J.M.Juran understood and evaluated the state of Quality & Manufacturing process by meeting industrialist, top & middle management. They formed small groups from same working areas to improve upon the current situation in their respective areas and gave high priority of attention to ideas given & implemented; these small Groups were called Quality Control Circles.

Rewards & Recognition

The first circle was started at the Nippon Wireless and Telegraph Company; the idea then spread to more than 35 other companies in the first year. By 1978, it was claimed that there were more than one million quality circles involving some 10 million Japanese workers.

What is Quality Circle?

A Quality Circle is a small group consisting of first-line employees who continually control and improve the quality of their network, products, and services.

These small groups:

- Operate autonomously
- Utilize quality control concepts and techniques and other improvement tools
- Tap members' creativity
- Promote self and mutual development

In India, Quality Circle was started in 1981 and was first introduced by BHEL, Ramachandrapuram Hyderabad, with the initiation of Mr. S.R. Udpa - GM-Operations. He received the needed support from senior management of BHEL headed by Mr. Madhav Rao, Mr. K.L. Puri (Chairman and Managing Director- BHEL) also encouraged this concept by his active involvement.

In Sandhar, Quality Circle movement was started in the year 2001 with one team and as of now we have 127 Quality Circles operating in Sandhar. Recently we have conducted Sandhar Group Quality and Kaizen Convention for Northern, Western and Southern region where all the teams from these regions had participated in this convention.

The Sandhar Group Quality Circle & Kaizen Convention for Western Region was held on 16th June 2016 at Sandhar Components, Pune. 11 Quality Circles were presented during the event wherein 7 teams won Gold and 4 teams won Silver.

In Southern Region, SGQKC was held on 5th Aug'16 where total 13 Quality Circles were presented. Out of which 9 teams won Gold, 3 teams won Silver & 1 team won Bronze.

Sandhar Group Quality Circle & Kaizen Convention -2016 for Northern Region was held on 9th & 10th September 2016. 38 Quality Circles & 32 Kaizen were presented in the convention and out of 38 Quality Circles, 20 teams won Gold, 12 teams won Silver & 6 teams won Bronze. Some glimpses of these events are as follows:



SGQKC - Western Region



SGQKC - Western Region



SGQKC - Western Region



SGQKC - Southern Region



SGQKC - Southern Region

International Yoga Day *(contributed by Bhagveer Kaur)*

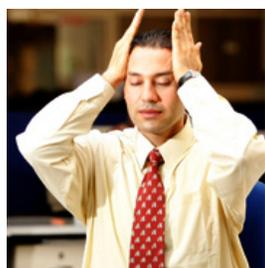
Yoga is an invaluable gift of India's ancient tradition to the world. *This fact was recognised when on December 11 in 2014, the United Nations General Assembly declared June 21st as the International Day of Yoga.* The date has a special significance in many cultures across the world and it is also the longest day of the year in the Northern hemisphere. The biggest significance of the international yoga day is that it has brought into focus the relevance of YOGA to modern times and urban lifestyle.

What is yoga?

Yoga is believed to have originated 5,000 years back in India. The purpose of Yoga is uniting the mind, body and spirit. Yoga is basically a spiritual discipline, which focuses on bringing harmony between mind and body. It is an art and science of healthy living. In yoga a person who deeply experiences the oneness of existence is called as a yogi. Though many of us think that yoga only as a physical exercise where people twist, turn, stretch, and breathe in the most complex ways, these are actually only the most superficial aspect of this profound science of unfolding the infinite potentials of the human mind and soul. Benefits of yoga at office environment and modern lifestyle Yoga benefits us as it helps in body pain, fatigue, tension and increases overall muscle strength and flexibility. Also, it keeps you fresh and revitalised through the day. Continuous long hours sitting on the computer strains the neck, shoulder and back muscles, which can cause many health related issues like; eyesight problem, cervical, back pain and stiffness. It doesn't take much time to do few exercises while sitting on your desk. Apart from relaxing it enhances your productivity and refreshes the mind.

Here are some yoga exercises that you can do at your desk in the office, without distracting your colleagues.

1. Cow Stretch: While resting your feet on the ground, place both your hands on your knees or on the desk. As you inhale, stretch your back backward and look up, towards the ceiling. Then, stretch your back forward while exhaling and drop your head down. Repeat this routine 3 to 5 times for a gentle massage to your spine and neck.



2. Temple Rub: If headaches were hampering your work then here's the fix. Gently rub your temples in small, circular motions while taking long breaths. Remember to do this both clockwise and anticlockwise. You can do it for 5 minutes and feel the difference.

3. Neck Roll: Keeping your shoulders relaxed, drop your chin down to your chest and move your right ear close to your right shoulder. Begin the circular motion slowly as you take your head backward and then bring your left ear to your left shoulder. Repeat this 2 to 3 times and then, switch directions. This exercise will revitalise you by relaxing your neck muscles.



4. Seated Spinal Twist: Resting your feet flat on the ground, be seated sideways and hold the back of your chair with both your hands. After doing this, simply twist your waist to the right and then turn to the other side. Repeat the same thing a few more times and you'll feel rejuvenated as your taut back muscles become more flaccid.

The modern lifestyle is a cause of many diseases like obesity, hypertension, and cardiac problems, among others. The electronic gadgets like; cell phones, laptops, microwave coupled with irregular and unhealthy eating habits offer a serious threat to our health. They make us physically inactive and increase the risk of diseases like cancer, diabetes, obesity and cardiac troubles. This is true for today's children also. Instead of outdoor activities, they like to keep sitting inside and play indoor games on cell phones or laptops which effect their mental and physical growth. The Social networking websites have replaced face to face interaction, making people secluded. In view of the above, if we make YOGA a regular part of our lives, we can undo some of the harm that modern lifestyle and its pressures pose on us.



International Yoga Day

Some of the easy and quick exercise that can be included in our daily routine are

- ✓ Surya Namaskar is very effective and great warm up exercise that helps to burn extra calories and fat.
- ✓ Cobra Pose strengthens the upper back and helps correct the bad posture caused by long hours of sitting jobs.
- ✓ Eye, neck, shoulder, wrist and ankle rotations help counter stiffness whilst sitting at a desk.
- ✓ Shalabhasana relieves lower back pain that is caused by hours of perching on a chair.
- ✓ Downward Dog Pose and Sarvangasana help to reverse the blood flow in your body, thereby preventing baldness and premature greying.
- ✓ Gomukhasana prevents cervical pain, which is becoming increasingly common. This asana can be practiced while seated on a chair.

On this International Yoga day, various units of Sandhar actively participated in the event by organising awareness sessions followed by practical Yoga. Some glimpses of International Yoga Day at Sandhar:



Sandhar Automotives, Pune



Sandhar Automotives, Pune



Sandhar Automotives, Gurgaon



Sandhar Automotives, Bommasandra



Sandhar Components, Haridwar



Sandhar Components, Attibele

Celebrations

Family Day

Sandhar Automotives, Gurgaon, celebrated the Family Day by inviting the families of company associates.

Fun activities, games and painting competition were organized for kids and family members to bond with each other and the organization. Mr. J.H Appadurai (Unit Head) interacted with the families and briefed them about the organization.



Family Day at Sandhar Automotives, Gurgaon



Family Day at HSCI

Kawad

Sandhar Automotives, Haridwar organised a Bhandara for Kawad Devotees at IP-4, Bahadrabad. A huge number of devotees took benefit of the Bhandara. The employees actively participated in this event and provided their services.



Jalpaan Seva at Sandhar

Nirjala Ekadashi falls on the 11th Lunar day of the waxing fortnight of the Hindu month of Jyestha .The Ekadashi derives its name from the water-less (Nir-jala) fast observed on this day. It is considered as the most austere and hence, most sacred of ekadashis. On this day lot of people consider the distribution of Sweet and flavoured water to passerby's and thirsty as very pious. Some of our units celebrated this with enthusiastic participation by our employees.



Sandhar Automotives (Dhumaspur)



Sandhar Automotives, (HSCI Division)



Sandhar Tooling Pvt. Ltd.

Celebrations

Sandhar Automotives, Gurgaon Fun@Work

Fun at Work activities were organised by the HR Team to foster a happy atmosphere, motivate and increase creativity among the employees. It brought the employees together and acted as an icebreaker, built trust among the employees and improved communication. Prizes were also distributed to the winning teams.

We believe "A happy heart works wonders"



MAG Annual Day

Sandhar MAG Engineering celebrated the annual day. The guest of honour during the function were Mr. Michael Fernandes (President) HMKP Union, Mr. Kallapa-(President) Mag Employees Union, Mr. Jaydeep Sagare (Director Purchase, Volvo), Mr. Gnanam (Materials Head, Volvo). The cultural programme was presented by the children of the employees. Their performances were par excellence and appreciated by all.

Annual Sports Meet at MAG



Winners in Volley Ball



Winners in Cricket

Badminton League

Sandhar Automotives, Haridwar organized a Badminton League as part of total employee involvement. It saw keen participation.



Lamp Lighting by Mr. Michael Fernandes (President) HMKP Union, Mr. Kallapa-(President) MAG Union, Mr. Jaydeep Sagare (Director Purchase) Volvo, Mr. Gnanam (Materials Head) Volvo and Senior Team Members of Sandhar.



Cultural Activities by Employee's Children

Independence Day

Independence Day was celebrated across our units. The activities included National Flag hoisting, pinning the flag, singing of patriotic songs and National Anthem, Quiz etc.



Mr. Chandan Sengupta pinning the flag on Mr. Jayant Davar



Corporate Office



Flag pinning ceremony at Corporate Office



STL Cabins and Fabrication Division



Sandhar Automotives, Pune



Sandhar Automotives, Gurgaon



Sandhar Automotives, Dhumaspur



Sandhar Automach, Attibele



Sandhar Automotives, Bommasandra

Awareness on Fire Fighting

Sandhar Automotives, Bommasandra; Sandhar Automotives, Gurgaon and Sandhar Automotives, Pune conducted training programmes on fire fighting. Demo was given to employees on usage of fire Extinguishers & types of extinguishers. The mock drill provided details on use of fire extinguishers in case of emergency.



Sandhar Automotives, Pune



Sandhar Automotives, Gurgaon



Sandhar Automotives, Bommasandra



Sandhar Automotives, Gurgaon

Sandhar Automotives, Bommasandra Improving Productivity & Quality for Organization Success

A Training Session “On Improving Productivity & Quality for Organization Success” was conducted at Sandhar Automotives, Bommasandra by Mr. Jagadeesh Prasad (Mentor QCFI Mysore sub chapter). A total of 20 employees participated in the training and were divided into teams where they were competing with each other in puzzles and other activities and the focus was into Cycle time improvement of the product.



Sandhar Automotives, Gurgaon

Training Session on VAPCO was Organized at Sandhar Automotives, Gurgaon by Mr. J. H. Appadurai (Unit Head). He mentored the teams.



Oracle HCM Training for Goal and Performance Management was Organized at Sandhar Automotives, Gurgaon. The Corporate HR team - Mr. Chandan Sengupta (Sr. Vice President- H.R.), Mr. Anish Dey (Asst. Mgr- HR) & Ms. Dimple Dhingra (Engineer- HR) conducted the training and coached the entire Sandhar Automotives, Gurgaon group.



Training Session on Customer Specific Requirements was Organized at Sandhar Automotives, Gurgaon by Mr. Hitesh Sharma (Manager Quality Department). He mentored the team.



Sandhar Automotives, Pune

Training session on 'Zero Defect, Zero Effect' was Organized at Sandhar Automotives, Pune; by Mr. Amarapal Singh



Sandhar Automotives, Haridwar

Lean Manufacturing: Mr. Rakesh Gupta conducted two sessions on lean management manufacturing. In the first session he gave an insight knowledge of SOP Creation, Quality proving Steps 1,2,3 & key features of Hydraulic power pack.

In the second session he gave an insight knowledge of Break Down Analysis, TPM & Preventive Maintenance. After that, he reviewed different projects of each department & suggested some points for further improvements.



Sandhar Components, Attibele

Awareness Program on Usage of Tobacco and its impact.



Dr. Chandra Mouli from Sri Chandra Sekara Hospital, Hosur conducted an awareness program on usage of Tobacco and its impact on health. The training was held in two phases

- (a) Heart related issues.
- (b) Harmful effects of Tobacco.



Sandhar Highlights

AS2 Audit by Autoliv at Sandhar Technologies Poland

Sandhar Technologies Poland is a finishing Centre for the seat-belt retractors casted at Sandhar Technologies Barcelona.

Most of the processes are manual operations posing a challenge for systemization. However, during the first half of 2016 major improvement on defining and follow-up of standards has been done resulting in an improvement in Quality and Productivity.

During the month of June, after 6 months of this implementation, the factory received the visit of Thomas Möller and Andra Tanase from Autoliv, who performed an AS2 audit and gave thumbs up. Side by side the ISO TS 16949 audit was also completed with a similar result.

The positive outcome of both the audits was due to the focus and hard work of the entire team.



Some Members of Sandhar Technologies Poland Team

Saharanwas Drinking Water Plant Inaugurated



As part of its CSR initiative SANDHAR has extended support to the 1st Community Based Sustainable Drinking Water Project at Village Saharanwas, District Rewari. The Clean drinking water plant was inaugurated on 29th July 2016 by the Sarpanch of the village Ms. Yadav along with Mr. Ajay Raghav the Business Head of Sandhar Aluminium Die Casting Division, and dedicated to the people of Saharanwas.

The underground water in the village has a very high content of fluorides making it unfit for human consumption. This Plant will provide clean drinking water to about 600 Households in the village and help meet a long-standing requirement of the people of this village. Saharanwas is a large village located in Rewari, Haryana, having a population of around 2512 of which 1301 are males and 1211 are females. The village boasts of a high literacy rate of 87.11% as compared to 75.55% of Haryana (As per population census 2011).

Sandhar Highlights

Product Lifecycle Management (by D.K. Naik)

A growing company has to surmount new challenges at all stages of its growth. One such challenge is to protect the intellectual properties and save them properly. With over 30 business units, with each unit having its own engineering historical and current data, drawings, specifications & standards along with increasing volumes by the day, poses a huge challenge. With a view to safeguard and to organise this immense wealth of knowledge we decided to centralize the data management through PLM (Product Lifecycle Management).

PLM is not only for data management but it is a drive towards paperless office ultimately. Although it has a wide scope, we intend to cover NPD (New Product Development) and ERP integration along with centralized data management during the initial phase of implementation.

A team comprising members of "Sandhar Center For Innovation and Development" and "Corporate I.T." will be responsible for implementing it in stages starting with SCID and Sandhar Automotives, Gurgaon. This implementation will be a learning and corrective phase before it is implemented across all the units.

The first phase of PLM was made "LIVE" in Sandhar Automotives, Gurgaon & Sandhar Centre for Innovation and Development on 26th Jul '16. We plan to roll it out in 8 other units in the next 4 months.



Sandhar Highlights

Kobelco Evaluation of Pilot Lot (First 8 Cabins)

Kobelco construction Equipment India Private Limited (KCEI), a subsidiary of Kobelco Construction Machinery (KCM) Japan, was established in the year 2007 in India, at Sri-City. In Andhra Pradesh about 70 Kms from the city of Chennai. This factory commenced production of Excavator Machines in 2011 and has since grown in production capacities and a wide range of Models.

Sandhar's Cabins and Fabrication Division - Pune, got the opportunity in Jan 2016, to develop and supply Operator Cabins for Kobelco new Dash10 series Excavator machine, which is to be manufactured in India and Thailand. SOP of Operator cabins for Export / Domestic market is planned in the Q4 of the current financial year.

On the event of first 8 cabins completion, scheduled for 9th September 2016 - Mr. Akira Kinoshita (Director Senior Managing Officer) Kobelco, Japan, Mr. Vikram Sharma (MD) Kobelco India and Mr. Jayant Davar (MD) Sandhar Group were present along with their Senior team members from Japan and India for the valuation of these cabins. They were quite happy & satisfied to see the Cabins, Infrastructure, and Robust manufacturing processes. Out of these 8 cabins one cabin has already been shipped to Japan for further evaluation/testing. With the start of this product, Sandhar would be entering into the export of operator cabins for construction equipment.

On this occasion, Mr. Akira Kinoshita, Mr. Vikram Sharma and Mr. Jayant Davar congratulated the Team members of Sandhar and Kobelco, who were behind the successful development of these Cabins in-time.



Mr. Jayant Davar (Co - Chairman and MD) Sandhar and Mr. Vikram Sharma (MD) Kobelco India with The Newly developed Kobelco Cabins



Mr. Tanaka (KCMJ), Mr. Hiraoka (KCMJ), Mr. Akira Kinoshita (Director, Senior Managing Officer KCMJ), Mr. G. J. Singh (Business Head-CFD) on the plant tour



Mr. Akira Kinoshita (Director, Senior Managing Officer) KCMJ, Mr. Kenta Kojima (GM) KCMJ, Mr. Jayant Davar (Co-Chairman & MD) Sandhar Group during Cabin Evaluation.



L-R : Mr. Tanaka (AM) Kobelco Japan, Mr. R.M. Shrivastva (Unit Head) CFD, Mr. Prabira (Sr. Mgr) Kobelco India, Mr. P.Balaji (DGM) Kobelco India, Mr. Kojima (GM) Kobelco Japan, Mr. Rajesh Kapoor (VP) Kobelco India, Mr. Yogesh Khurana, Kobelco India, Mr. Deepak Kacker (VP) Kobelco India, Mr. Tsukiana (GM) Kobelco Japan, Mr. Vikram Sharma (MD) Kobelco India, Mr. Jayant Davar (MD) Sandhar Group, Mr. Kinoshita (Director Senior Managing Executive Officer) Kobelco Japan, Mr. G.J.Singh (Business Head) CFD, Mr. Nishida (GM) Kobelco Japan, L-R (Sitting Position) : Mr. Rajesh Pal (AGM) CFD, Mr. Hiraoka (Manager) Kobelco Japan, Mr. Teshima Kobelco Japan, Mr. Rakesh Rosan (Dy. Manager) Kobelco India, Mr. Amit (Dy. Mgr) Kobelco India, Mr. Sojo (GM) Kobelco India, Mr. Ono (Mgr) Kobelco Japan



Mr. Rajesh Pal (AGM) CFD, Mr. Vikram Sharma (MD) KCEI, Mr. Rajesh Kapoor (Head Marketing) KCEI, Mr. Deepak Kacker (VP-Operations) KCEI during Cabin Evaluation

MOU Signing Ceremony between Sandhar Technologies Limited and HJC Corp. (Korea)

On August 4, 2016, Sandhar Technologies Limited and HJC Corp. (Korea) signed an MOU for Helmet business in India and abroad.

HJC Corp. is manufacturing a wide range of premium & mid-range Helmet for OEMs like Harley-Davidson, Honda, Yamaha & aftermarket of America, Europe, and Asia.

HJC is a renowned brand name in the area of Helmets. HJC is having its factories in Korea, China, Vietnam, and Distribution Center in America and Europe.



Mr. Song Rae Ho Se (Senior Managing Director HJC Corp.) Korea & Mr. Jayant Davar (Co-Chairman & MD Sandhar Technologies Ltd.)

MOU Signing Ceremony between Sandhar Technologies Limited and ACE Technologies Corp. (Korea)



Mr. Jong - Sik Yoon (Vice President ACE Technologies Corp.) Korea & Mr. Jayant Davar (Co-Chairman & MD Sandhar Technologies Ltd.)

On August 23, 2016, Sandhar Technologies Limited and ACE Technologies Corp. (Korea) signed an MOU for Shark Fin Antenna & Micro Pole Antenna business in India and abroad.

ACE Technologies Corp. is manufacturing Shark Fin Antenna and Micro Pole Antenna for OEMs like Hyundai and Kia. ACE Technologies is also involved with Mobile communication industry & Military communication industry. ACE Technologies is having its factories in Korea, China, Vietnam, etc. They also have a factory in Chennai for Telecommunication business purpose only.

SANDHAR
Growth. Motivation. Better Life

Corporate Office

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